



Chesterfield County, Virginia

announces recruitment for the position of

Director of Planning

A great place to
live



work



play



and learn



Living, Learning, Working and Playing in Chesterfield County

Strategic Location

Chesterfield County is ideally located in the mid-Atlantic region of the United States. This strategic location on the eastern seaboard is a valuable asset. It puts local businesses halfway between the markets of the north and south, within a one-day commute of 50 percent of the U.S. population, 65 percent of the nation's manufacturing operations, and 60 percent of the corporate headquarters in the country.



Chesterfield County is part of the Richmond/Petersburg Metropolitan Statistical Area and is bounded by the cities of Richmond, Petersburg, Hopewell and Colonial Heights. Situated between the James and Appomattox rivers, Chesterfield's land area totals 446 square miles and consists of a pleasant mix of suburban communities that are within a two-hour drive of Virginia beaches, the Blue Ridge Parkway and Washington, D.C.

Chesterfield County is the largest locality in the Richmond/Petersburg MSA and the fourth largest county in Virginia. Growth is expected to continue in Chesterfield that will result in a projected increase of more than 75,000 persons by 2040. As of January 1, 2017, the county had approximately 340,000 residents. About 69 percent of the population is White, 23 percent is Black or African American, 8 percent is Hispanic or Latino, 3 percent is Asian, 3 percent is classified as "two or more races" and 2 percent is classified as "some other race." The median age of a county resident is 38 years.

Chesterfield's climate provides generally mild winters and warm, humid summers. An average year provides 206 clear days and 114 days of precipitation (including 10 inches of snow). January has an average temperature of 27 degrees and July has an average temperature of 89 degrees.

Safety and Security

Public safety is a top priority for Chesterfield. Police, Fire & EMS, Sheriff, and Emergency Communications Center work in partnership to provide a safe and secure community, which preserves the highest quality of life for our residents. Chesterfield County is also proud of its progressive juvenile justice system, which works in conjunction with the criminal justice system, to help ensure public safety while supporting rehabilitation.

Chesterfield is devoted to ensuring the safety and security of the community through prevention, readiness and professional response, which require appropriate public safety staffing levels. The 2017 public safety workforce statistics include:

- Police department has 607 full-time employees.
- Fire & EMS department has 500 full-time employees.
- Sheriff's Office has 261 full-time employees.
- Emergency Communications Center has 78 full-time employees.

The county's public safety workforce is among the best in the nation. Recruitment and retention of quality public safety professionals is an ongoing priority, particularly with 17% percent being eligible for retirement as of July 1, 2017.

Educational Excellence

Education is another top priority in Chesterfield. The county is responsible for its own public school system under the direction of an elected school board. With more than 59,000 students, it is the largest school system in the area and has established innovative, state-of-the-art programs to challenge all students at all levels.

Financial Integrity and Stability

Chesterfield County is one of fewer than 35 counties in the nation to hold **AAA ratings from all three major bond rating agencies**. This status reflects exceptional management of financial operations and conservative fiscal policies. The Chesterfield County Utilities Department is one of only a few water and wastewater utilities in the nation to have achieved **AAA ratings on its revenue bonds from the three top rating services**. The highest of bond ratings recognizes the Utilities Department's excellent financial profile, low debt burden, manageable capital plan and affordable rates as the keys to the department's success.

The county holds both the **Award for Distinguished Budget Presentation** and the **Certificate of Achievement for Excellence in Financial Reporting** from the Government Finance Officers Association. The FY2017 budget for the county totals \$1.3 billion, with the two largest components of the budget being the county's general fund (\$805.5 million) and the school fund (\$655.7 million). The county's net assets of approximately \$1.8 billion are distributed throughout the county.

Accessibility

Transportation and Commerce

Chesterfield County's road system is a model of efficiency and convenience, with the county's main business corridors providing easy access to I-95, I-295, I-85 and I-64. The interstate and beltway system within the county can handle today's traffic flow without the gridlock experienced in other metro areas. The Chesterfield County Airport is the executive gateway into and out of the Greater Richmond area, and business and personal fliers have long preferred the county's



airport for its convenience and personal attention. Also easily accessible is the Richmond International Airport. Rail services, including CSX and Amtrak, are readily ac-

cessible, no matter where you live or work in the county; and, in addition to deep-water industrial sites within the county, the Ports of Richmond and Virginia are within easy reach.

Digital Community

Chesterfield placed first on the Digital Counties Survey for the third time in the past six years. The county has been named among the top 10 counties nationwide five times in the past six years. This award recognizes Chesterfield's innovation in the use of technology to proactively address resident needs and expectations. As a digital county, Chesterfield recognizes that technology strengthens and connects the community.



Leaders in Healthcare

Chesterfield County residents have access to exceptional medical care, with leaders in the healthcare and medical research industry. There are more than 2,000 physicians, 4,000 hospital beds, a trauma center, a major cancer center and a major medical school in the region.

Caring Community

- With a growing aging population, Chesterfield County recognizes that older adults want to live active and independent lives. The county offers a valuable resource, The Senior Advocate Office, which serves residents, ages 60 and older, their family members and caregivers and provides information and referral services related to aging, caregiving and disabilities. The county is a collaborative partner working with other organizations to meet the needs of older residents.

- The county has a long-term commitment to reinvesting in its older communities and commercial areas to help maintain the vitality and high quality of life known within Chesterfield County. The school-based revitalization approach targets public investment in older schools, as well as supporting capital and community improvement projects in surrounding areas. In 2013, Chesterfield County voters approved a \$304 million bond referendum to support school facility improvements.
- The county has been recognized as one of the 100 Best Communities for Young People because of its efforts to ensure that young people graduate high school and go on to lead healthy, productive lives. These efforts are advanced through the Communities in Schools mentoring program and the Chesterfield Youth Services Citizen Board, which provides young leaders with the opportunity to have a voice regarding youth related issues by planning programs and offering policy recommendations to the Board of Supervisors.

Life Long Learning

County Residents

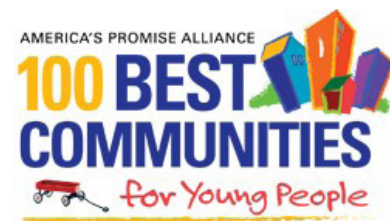
Chesterfield County Public Library (CCPL) is an award-winning 10-branch suburban public library system that annually helps hundreds of thousands of residents transform information into usable knowledge through a hands-on learning approach. This transformative learning experience enables residents of all ages to work with professional staff who provide access to up-to-date material collections in a variety of formats; aid in the use of hands-on, self-service digital resources and networks that allow residents to expand their knowledge base; and assist them in finding and interpreting information. In addition, the county's 10 library branches provide meeting space for hundreds of community organizations every year, and programs and events see over 60,000 attendees. The library also features small business centers, makerspaces, and serves as an important resource in disaster relief and preparedness.

County Employees

Chesterfield is currently among the leaders of local governments providing in-house development opportunities for 4,256 county government employees and 7,532 schools employees. Investing in the staff's professional development has produced an outstanding workforce that consistently delivers quality services in an efficient manner. Grounded in the county's mission, the Learning & Performance Center provides a wide variety of developmental opportunities to county employees while offering consulting services to enhance organizational effectiveness. Services focus on eight core competencies that enhance career development; reinforce employee performance expectations; drive the business strategy in departments; and encourage continual improvement of services to the residents and other customers of the county.

Award Winning County

- Chesterfield County received **18 achievement awards from the National Association of Counties (NACo)** in 2016.
- Chesterfield County received **2 achievement awards from the Virginia Association of Counties (VACo)** in 2016.
- In 2014, Chesterfield County achieved a ranking of **22 on Training Magazine's Top 125** employers in the nation that provide outstanding employee development opportunities.
- In 2012, for the sixth time, Chesterfield County was designated as one of the **100 Best Communities for Young People** by America's Promise-The Alliance for Youth.
- Chesterfield County received the **Diversity All Star Award** from the Greater Richmond Chamber of Commerce and the Richmond Human Resource Management Association in 2006.
- In 2004, Chesterfield County was selected as the **17th Best Place to Live in America** by American City Business Journal.
- Chesterfield County received the **Award for Continuing Excellence (ACE)** in 2004.
- In 1994, the county received the **Gold Medallion Senate Productivity Award**.



Chesterfield County Government

Chesterfield County provides complete local government services, including public water and sewer utilities, mental health support services, fire and emergency medical services, sheriff and police protection. The county contains no incorporated cities or towns. It is divided into five magisterial districts, each of which is represented by one supervisor elected to serve four years.

These officials form the Board of Supervisors, the legislative body of the county. The Board of Supervisors elects a chairman from its membership for a one-year term. The Board appoints the County Administrator, who serves as the county's chief administrative officer under the board's direction.

The Board of Supervisors is responsible for establishing local public policy, raising local resources for the support of public programs, and overseeing the conduct of the county's affairs through its appointed administrative officials. County government, as a political subdivision of the state, also assists in the local implementation of state laws and programs.

Chesterfield County Board of Supervisors



Dorothy Jaeckle
Chair
Bermuda District



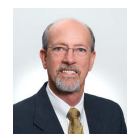
Leslie Haley
Vice-Chair
Midlothian District



Christopher Winslow
Clover Hill District

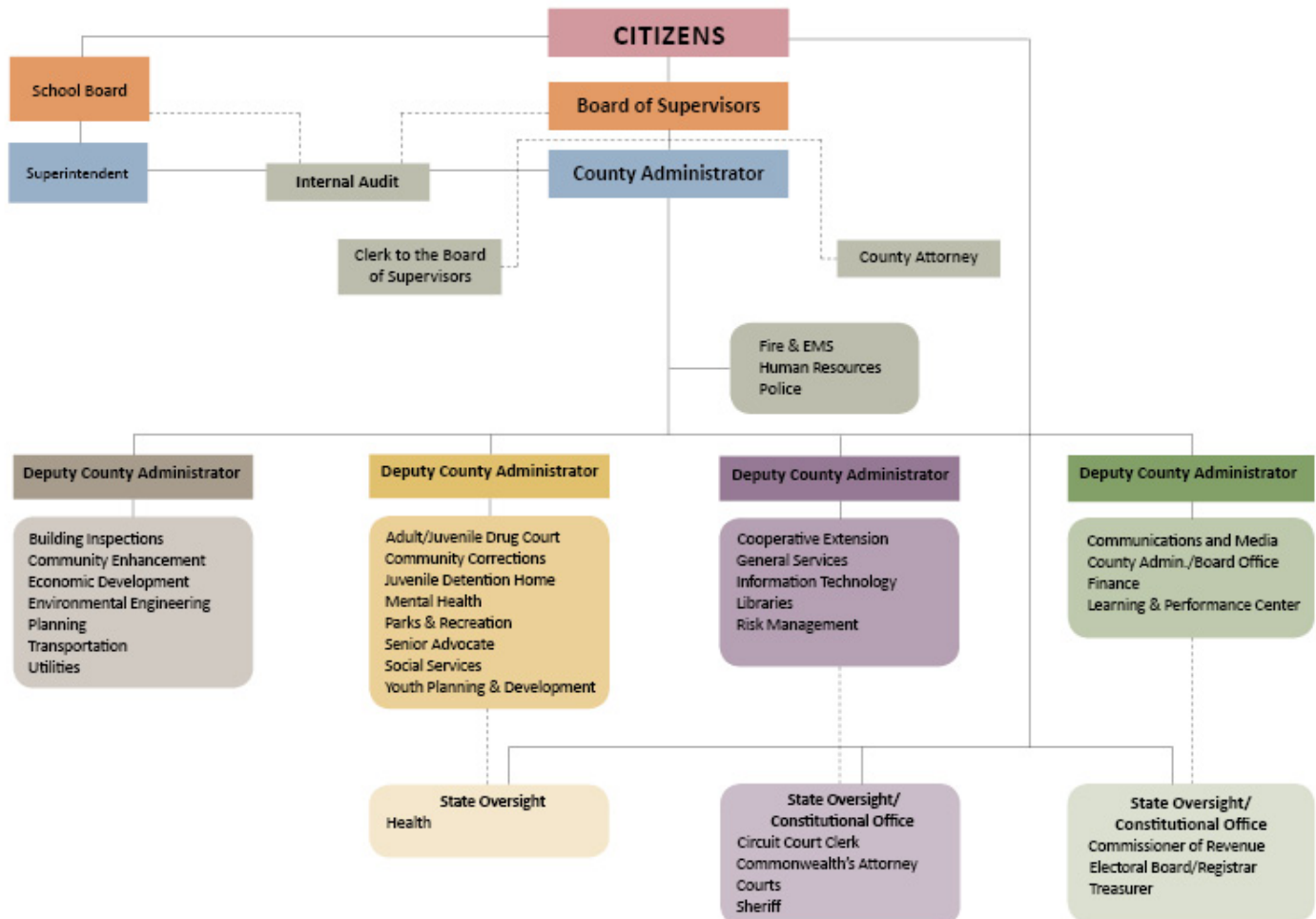


James "Jim" Holland
Dale District



Steve A. Elswick
Matoaca District

Chesterfield County Organizational Structure



Chesterfield County Strategic Plan

Mission

Providing a FIRST CHOICE community through excellence in public service

Vision

To be an extraordinary and innovative community in which to live, learn, work and play

Values

Results, Innovation, Service, Ethics



Model for excellence in government



Safety and security



Economic prosperity and educational excellence



Healthy living and well-being



Thriving communities and environmental stewardship

The Department

The Department of Planning is dedicated to promoting and enhancing quality of life through long and short-term development planning for Chesterfield County residents, visitors, property owners and businesses. The department's mission is to provide overall guidance for the future of the county through the Comprehensive Plan. The department is comprised of the following functional areas to include:

- Comprehensive Planning and Research
- Information Management/GIS
- Zoning Administration
- Plans Review
- Zoning Code Compliance
- Customer Assistance
- Administration

The department has a total operating budget of \$3.7 million and has a dedicated and committed staff of 43 full-time and 1 part-time employees.

The Position

The Director of Planning will provide direction, leadership and general oversight to the Department of Planning. This position will be supervised by the Deputy County Administrator and work under the general direction of the Board of Supervisors, Planning Commission and County Administrator. The Director provides administrative leadership to implement goals, objectives, policies, procedures, and work standards to meet the department's mission and vision. The Director will manage the county's comprehensive planning and development review processes, including zoning, subdivision and site plan reviews; inspections for zoning code compliance; analyze growth and development trends; make recommendations on planning and development activities to the Board of Supervisors, Planning Commission and Board of Zoning Appeals. The Director will build upon and collaboratively develop a compelling vision for improving existing conditions and guiding future and equitable growth and development standards for the County. The director will serve as the lead spokesperson for planning and development activities within the county and will have strong working relationships with the Board of Supervisors, Planning Commission and other Boards, local and regional jurisdictions, community groups, contractors, consultants, and the public.

The Ideal Candidate

The ideal candidate will be an energetic, collaborative, strategic thinker who can articulate a clear vision on the current and future direction of the county's growth and development. The ideal candidate is a professional who is open, honest, strong moral character, promotes transparency, and has excellent interpersonal and communication skills. The candidate should possess a team-oriented leadership style and welcome the challenge of seeking continuous improvements in organizational efficiency.

The candidate should have the ability to develop and maintain positive relationships with a wide variety of internal and external customers and demonstrate a strong customer service philosophy. The successful candidate will be politically astute with sensitivity and cultural competence in working effectively with diverse stakeholders in highly political environments.

The ideal candidate will have direct experience affecting organizational change through leading a highly functional and responsive department. In addition, outstanding people and management skills and a track record for building accountability is critical. The ideal candidate will have a background in planning and development at a senior management level, while bringing a demonstrated commitment and proven experience with community-based planning and zoning that ensures appropriate development that is sustainable and environmentally consistent with Chesterfield's vision.

Professional Skills and Management Style

- Strong management and effective leadership; ability to deliver high quality services in an efficient manner
- Ability to partner and collaborate with multiple groups in developing solutions to meet the needs of the county
- Ability to maintain effective internal and external relationships and communications with the Board of Supervisors, County Administrator, Planning Commission, Board of Zoning Appeals, county departments, external agencies, contractors and the public
- Excellent analytical skills yet creative, with a strong focus on innovation in government or in a complex organization
- Ability to analyze complex situations and the courage to make difficult decisions that have a great impact on people's lives
- Fair in approach to decision making yet firm in application of policies, rules and laws
- Fully embrace the county's mission and values
- Think independently and possess a "big picture" vision and strategic perspective
- Ability to manage with confidence and courage to do what's right, even in the face of adversity
- Skill in organizing resources, establishing priorities and problem-solving
- Ability to communicate with various constituencies with sensitivity and genuineness
- Provides the County Administrator, Board of Supervisors, and Planning Commission with comprehensive information regarding programmatic outcomes, alternatives, recommendations, and initiatives
- Proven record of positive and fair management practices with appreciation of diversity and inclusion in recruitment and retention of staff
- Self-starter, hardworking, with a results-driven approach to management

Personal Traits

The ideal candidate for this position will possess these personal traits:

- Ethical and high moral standards
- Honest, trustworthy, open and candid
- Collaborative leader and consensus-builder
- Strategic thinker
- Honest, trustworthy, open and candid
- Strong communication skills
- Politically astute
- Proactive in dealing with issues
- Ability to work well under pressure
- Good listener and proactive in responding to issues
- Self-confident, tactful, discrete, diplomatic
- Consensus-builder
- Accessible and approachable

Performance and Expectations

Technical Knowledge:

Knowledge of modern principles and practices of municipal, regional or community planning; land use planning, zoning concepts and regulations; applicable local, state and federal laws, codes, and regulations affecting planning and development; and interpretation of applicable county policies, ordinances, and regulations.

Administrative Management:

Ability to plan, organize, direct, coordinate and administer the services and programs of the Planning Department; effectively report on the status and implementation of projects to senior management; foster cooperative working relationships with department staff, the public and representatives from other departments; develop and maintain effective record-keeping systems and procedures; organize resources, establish priorities and problem-solve; strong project management abilities; work with complex information systems and technologies; supervise and train employees, to include organizing, prioritizing, and scheduling work assignments.

Community Relations:

Excellent communication skills, including the ability to listen to and communicate with various segments of the community; ability to partner and collaborate with local, state and federal entities; ability to maintain cooperative working relationships with department staff, the development community, representatives of other departments, and various commissions/boards; ability to effectively work closely with elected officials, County Administrator, and Deputy County Administrator to keep them informed on a regular and timely basis of important issues.

Budget and Finance:

Prior experience in successfully managing large, complex budgets and other financial activities with ability to seek and obtain alternative funding sources.

Human Resources

Excellent communication skills with ability to effectively communicate the county's goals to department staff. Must be able to inspire and motivate employees and demonstrate fairness in dealing with staff. Must have demonstrated a commitment to teambuilding, equal employment opportunity, diversity and upward mobility of staff.

Future Challenges

Managing the Comprehensive Plan

The new Director of Planning will be highly engaged in understanding the community interests, issues and challenges that face the county. The Director must be proactive and visionary in the successful implementation of the Comprehensive Plan goals and guidelines, requiring a Director with the ability to foster coordination and cooperation among Board of Supervisors, Planning Commission, Board of Zoning Appeals, county leaders, business community, property owners and other stakeholders.

Staff Development and Retention

The new Director must be aware of the transition of staff due to retirements over the next few years and take proactive steps to encourage transfer of knowledge through cross-training, continuing education, and multi-level staff involvement in discussions to maintain continuity of department operations.

Technology Improvements

The new Director will continue to foster process improvements and streamline operations through the use of technology, as well as to enhance the collection, organization and maintenance of social, economic, governmental, regulatory and census data for use in technical studies and reports on land use data.

Sustainable, Socially Healthy, Walkable Mixed-Use Communities

The new Director should be familiar with the concepts of place-making and walkability to inspire and facilitate the development of vital and attractive mixed-use communities to include a mix of housing types, services, recreation and retail, creating centers of high interest and activity with broad appeal to all generations.

Qualifications

Education and Experience

- Bachelor's degree in planning, architecture, urban design, public administration, engineering, or related field; master's degree is preferred.
- Minimum of ten years of progressively responsible community development, comprehensive planning, zoning and land use experience, including (5) years of comprehensive planning experience in a senior management capacity in a comparably sized or larger organization or equivalent combination of training and experience.

Qualifications (continued)

- Certification through the American Institute of Certified Planners (AICP) is preferred.
- Ideal candidate will have strong leadership skills with extensive planning knowledge and public and/or private sector experience working in planning and community development.

Compensation and Benefits

Salary for the position is negotiable, based on qualifications and experience. The successful candidate will have access to a comprehensive benefits package to include:

- Virginia Retirement System
- Health and Dental Insurance
- Executive Leave Benefit
- Paid Time Off Benefit
- Paid Holidays
- Group Life Insurance
- Professional Development Opportunities
- Short-Term and Long-Term Disability
- Tuition Assistance Program
- Long-Term Care Insurance
- Employee Assistance Program
- Flexible Spending Accounts
- Deferred Compensation

Application Process

The application deadline date is June 2, 2017 at 5 p.m.

Interested applicants should submit a confidential resume with cover letter and must include salary requirements to:

Mary Martin Selby, Director of Human Resources
Chesterfield County Human Resources
P.O. Box 40
Chesterfield, VA 23832
(804) 748-1551

Electronic responses are preferred and should be directed to
executivesearch@chesterfield.gov

An extensive background check and pre-employment drug test are required.

An Equal Opportunity Employer Committed to Workforce Diversity

Opportunity to:

- Work for a nationally respected and award winning local government that values both team-work and individual contribution
- Become part of an outstanding and highly stable team of elected and appointed officials
- Lead a team of dedicated personnel consisting of experienced professionals
- Live and work in an exceptional community



For More Information

Visit www.chesterfield.gov